



DEPARTMENT OF VETERANS AFFAIRS
Washington DC 20420

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MEMORANDUM

To: Mike Dole
Director, Affirmative Employment

Thru Cynthia Vaughan,
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Subject: Comparisons of the VSSC Diversity Reports with VA COIN PAID Report

Background The Office of Diversity Management & Equal Employment Opportunity (DM&EEO) working with the VSSC (VISN Support Service Center) has created several reports that provide statistical summary data on affirmative employment activity within the Department. Prior to making the reports available to management, DM&EEO approached the Workforce Information Systems Team (WIST) to compare the VSSC diversity reports, including the autoAEP (Affirmative Employment Program) to the COIN PAID reports.

Findings An analysis determined that, within specified parameters, the data found in the VSSC's Diversity Reports are consistent with the data reported on the COIN PAID Reports. There is no one for one match between the VSSC Diversity Reports and the COIN PAID Reports because of the different reporting parameters that are being applied. The COIN PAID Reports are a global picture of HR information, unlike the VSSC Diversity Reports which target a more defined population based upon selecting a variety of data fields within the report. Because of this, the only true method for determining the consistency of the data is to determine what parameters the COIN PAID is reporting that the VSSC diversity reports do not. In all cases, the differences that exist are a result of the differences in the reporting criteria. Attached is a chart that illustrates these differences more clearly.

Conclusion Both the COIN PAID and the VSSC Diversity Reports are accurate and produce identical numbers when identical parameters are selected. The VSSC Diversity Reports have default parameters to focus on full- and part-time permanent staff. These numbers are accurate, but less than the COIN PAID report numbers which includes a combination of additional parameters such as intermittent, temporary, non-pay status, Manila employees and other groups not normally included in diversity analysis.

Recommendation In connection with the indepth analysis of both the COIN PAID and VSSC Diversity Reports, WIST has the following recommendations:

Recommendation #1 – DM&EEO would clearly communicate to the users of the VSSC Diversity Reports that these reports are not a replacement of any of the COIN PAID Reports, but are reports that represent selective parameters that are normally included in diversity analysis.

Recommendation #2 – When inquiring about potential data reporting discrepancies between the VSSC Diversity and COIN PAID Report, DM&EEO would provide WIST with the specifications used to generate the particular reports in question. This will greatly reduce the amount of time spent determining which COIN PAID reports need reviewing and/or if an ad hoc report would be a better method for researching the potential discrepancies.